

# **EXHIBIT 13**

Formal Feedback Policy Excerpt

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## Orientation

Presented by

**Kathleen Ferrell & Renee DeSantis**

Fall, 2015

# Davis Polk

Davis Polk & Wardwell LLP

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## WELCOME TO DAVIS POLK

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## Professional Development

- Formal feedback
  - Forms distributed to all partners & counsel with whom you have worked 75+ hours and senior associates you are asked to identify
  - Discussed among select group of partners and message communicated by a partner
  - Meet with Partner at least annually
- Interim Feedback
  - After rotations for corporate associates
  - Follow-up after fall reviews, if warranted
  - Before transferring to another office

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